



■ **POST**

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# Field Training Program Guide

The mission of  
the California Commission on  
Peace Officer Standards and Training  
is to continually enhance  
the professionalism of  
California law enforcement  
in serving its communities.

## POST Field Training Program Guide

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California Commission on Peace Officer  
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## ■ FOREWORD

The purpose of this *POST Field Training Program Guide* is to provide administrators of POST-participating agencies with information and assistance in applying POST field training program regulations within their field training program development and maintenance. A standardized program and forms have been developed to guide law enforcement departments and their Field Training Officers (FTOs) through the initial orientation and field training of newly assigned patrol officers. The program is designed to assist the new officers in making the transition from what they learned in the academy to performing general law enforcement uniformed patrol duties competently in the field.

The POST standardized program (with its structured learning content and applicable regulations) and the other program samples in this guide are an accumulation of the best aspects of existing field training programs throughout our state and the nation. They were designed and provided with the following criteria in mind:

*Defensible/Fair – The program 1) ensures proper selection and training of FTOs, 2) allows trainee feedback mechanisms, 3) provides a comprehensive list of performance objectives, and 4) utilizes a standardized evaluation process.*

*Effective/Manageable – The program is performance-based and includes adequate documentation, minimum time completion requirements, and competency specifications.*

*Adaptable/Flexible – The program is adaptable to any size or type of agency. Flexibility is afforded as agencies are able to incorporate agency-specific policies and procedures and other local references/resources into the program.*

The POST field training program regulations and POST-approved field training programs are intended to achieve the following goals:

*continued*

- To produce a competent peace officer capable of working a uniformed, solo patrol assignment in a safe, skillful, productive, and professional manner.
- To provide standardized training to all newly assigned patrol officers in the practical application of learned information.
- To provide clear standards for rating and evaluation which give all trainees every reasonable opportunity to succeed.
- To enhance the professionalism, job skills, and ethical standards of the law enforcement community.

The mission of the California Commission on Peace Officer Standards and Training is to continually enhance the professionalism of California law enforcement in serving its communities. This *POST Field Training Program Guide* has been developed to support this mission, drawing upon the expertise of and input from the law enforcement community statewide and nationally.

The Commission appreciates the contributions made by the Field Training Advisory Council, the Reno (Nevada) Police Department, the Police Executive Research Forum (PERF), and the Office of Community Oriented Policing Services (COPS), US Department of Justice, in providing input to prepare this guide. Questions or comments regarding this document should be directed to the Basic Training Bureau at (916) 227-4252.



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